

## MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project  
Advisory Group and Interested Parties

FROM: John Pandiani

DATE: October 29, 1999

RE: Adult Mental Health Outpatient Staffing Patterns

This week's PIP is the third in a series that examines the professional credentials of the staff of community mental health treatment programs in Vermont. The attached graphs and tables compare the level of education of people who worked in Adult Mental Health Outpatient Programs during FY1997 and FY1998. As you will see, information on staff credentials is fairly complete for most providers for both years. The exceptions to this rule were the Howard Center for Human Services, which had significant missing data for both years (21% in 1997 and 27% in 1998). Northeast Kingdom had 11% missing data in 1998, and CSAC had 16% missing in 1997 but only 4% missing in 1998. Rutland Area Community Services did not report in FY1997 but had no missing data on 1998.

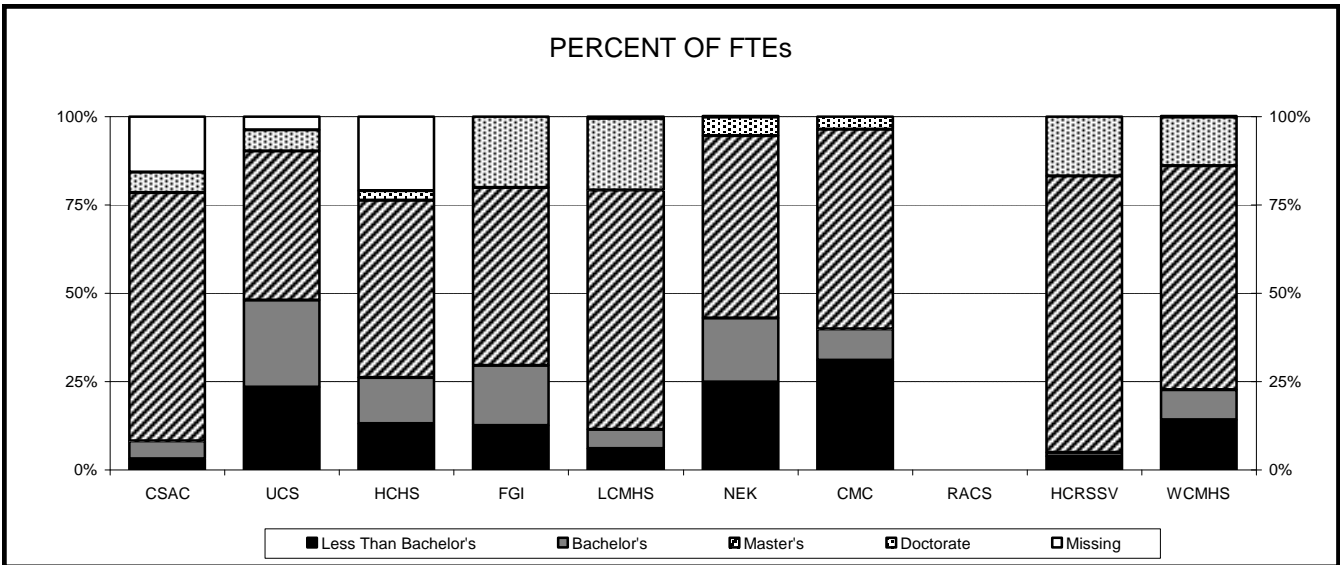
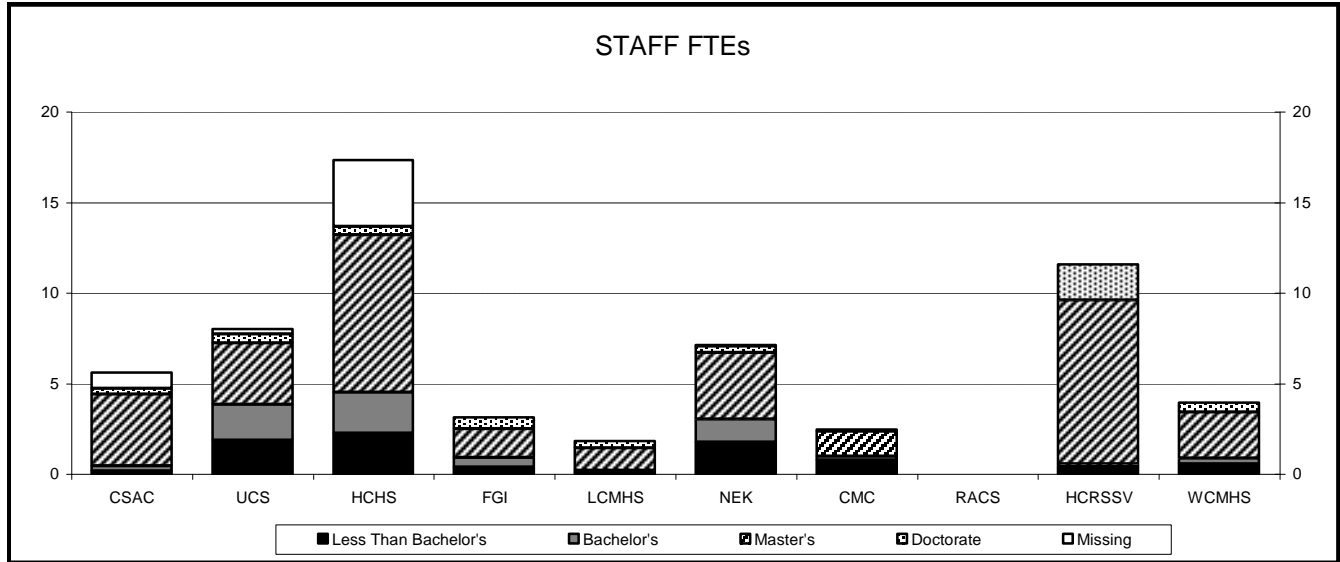
Statewide, the staff of Adult Mental Health Outpatient Programs tended to have higher educational attainment than either the CRT or Children's programs examined over the past two weeks. More than 10% of the 1998 Adult Outpatient staff had a Ph.D. compared to only 3% in CRT and Children's. The proportion of staff with a Master's Degree in Adult Outpatient (55%) was also higher than both Children's Services (42%) and CRT (21%).

There were substantial differences in the staffing patterns of the different community programs. In 1998, more than 80% of the Adult Outpatient staff at Addison, Lamoille, and Southeast had a Master's or Doctoral degree (83%, 90%, and 94% respectively). At Rutland, Bennington, and Northeast, less than 60% of the staff had Master's or Doctoral degrees (58%, 54%, and 50% respectively).

We have received requests for email distribution of PIPs from a few people and have begun to work on procedures. If you would like to receive an electronic PIP in your email, please send an e-mail to [jpandiani@ddmhs.state.vt.us](mailto:jpandiani@ddmhs.state.vt.us).

Once again, we look forward to your comments, questions, and suggestions for further analysis of data regarding staffing patterns at community mental health programs in Vermont to 802-241-2638 or [jpandiani@ddmhs.state.vt.us](mailto:jpandiani@ddmhs.state.vt.us).

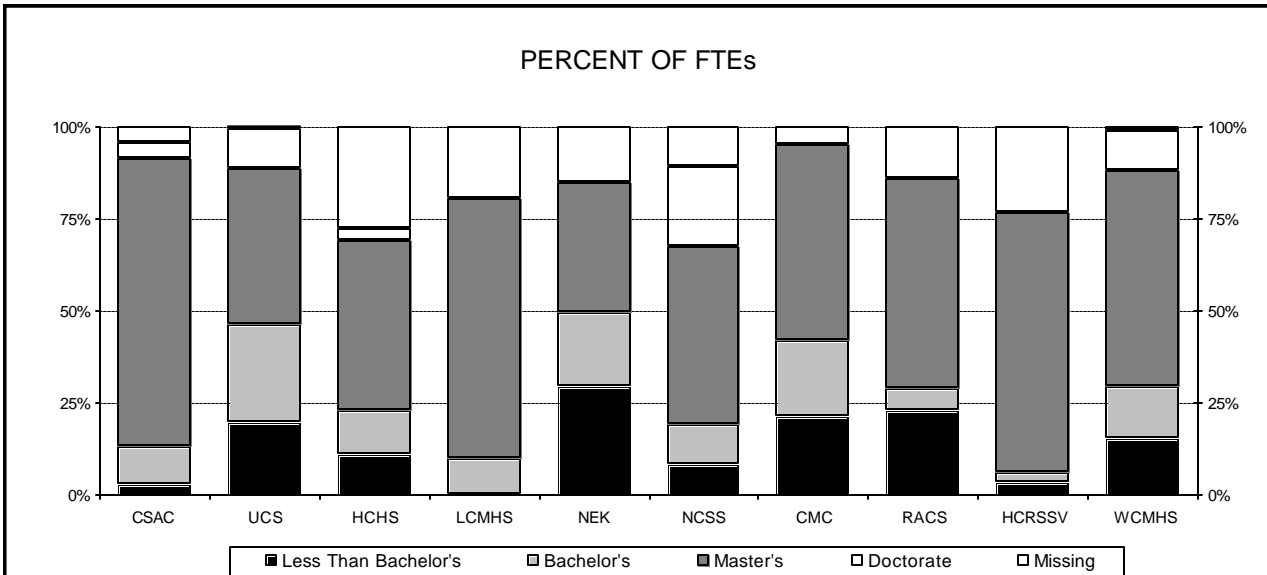
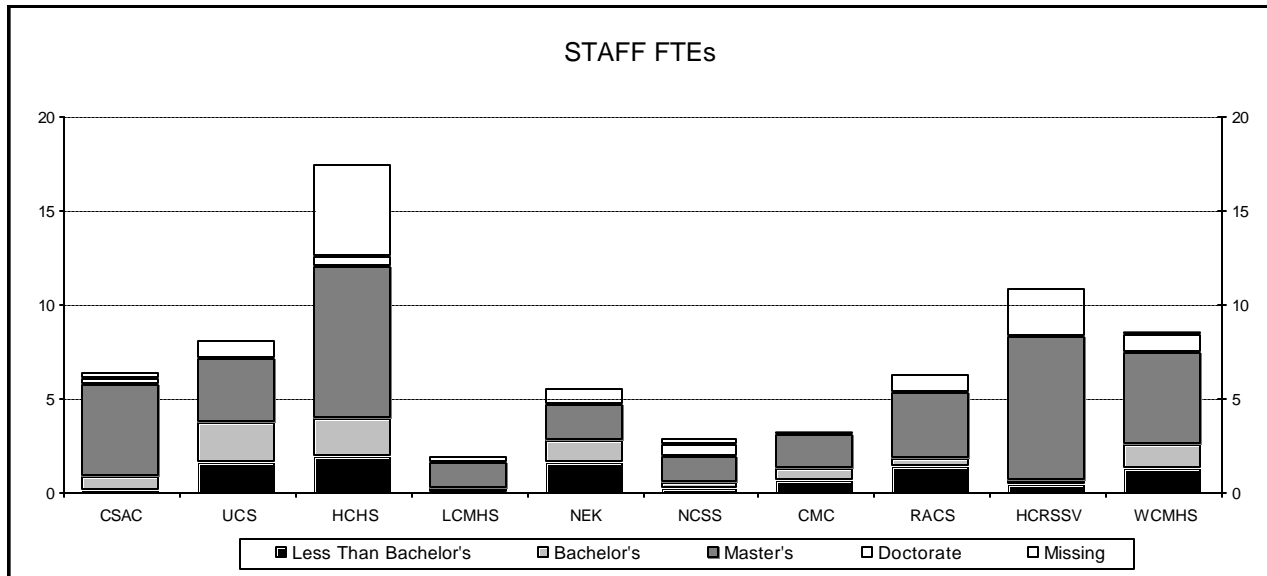
# ADULT OUTPATIENT PROGRAMS HIGHEST DEGREE EARNED BY STAFF, FY1997



Region/Provider	Highest Degree Earned										Total FTEs
	Less Than Bachelor's		Bachelor's		Master's		Doctorate		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	0.2	3%	0.3	5%	4.0	70%	0.3	6%	0.9	16%	5.6
Bennington - UCS	1.9	23%	2.0	25%	3.4	42%	0.5	6%	0.3	4%	8.0
Chittenden - HCHS	2.3	13%	2.3	13%	8.7	50%	0.5	3%	3.7	21%	17.4
Franklin - FGI	0.4	12%	0.5	17%	1.6	50%	0.6	20%	0.0	-	3.1
Lamoille - LCMHS	0.1	6%	0.1	5%	1.2	68%	0.4	20%	0.0	1%	1.8
Northeast -NEK	1.8	25%	1.3	18%	3.7	51%	0.4	5%	0.0	0%	7.1
Orange - CMC	0.8	31%	0.2	9%	1.4	57%	0.1	4%	0.0	-	2.5
Rutland -RACS											
Southeast - HCRSSV	0.5	4%	0.1	1%	9.1	78%	2.0	17%	0.0	-	11.6
Washington - WCMHS	0.6	14%	0.3	9%	2.5	63%	0.5	14%	0.0	0%	4.0
Total	8.4	14%	7.1	12%	35.5	58%	5.2	9%	4.9	8%	61.1

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week. Rutland Area Community Services did not report for FY1997.

# ADULT OUTPATIENT PROGRAMS HIGHEST DEGREE EARNED BY STAFF, FY1998



Region/Provider	Highest Degree Earned										Total FTEs
	Less Than Bachelor's		Bachelor's		Master's		Doctorate		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	0.2	3%	0.7	11%	4.9	78%	0.3	5%	0.3	4%	6.3
Bennington - UCS	1.6	19%	2.2	27%	3.4	43%	0.9	11%	0.0	0%	8.1
Chittenden - HCHS	1.9	11%	2.0	12%	8.1	46%	0.5	3%	4.9	28%	17.4
Lamoille - LCMHS	0.0	-	0.2	10%	1.4	71%	0.4	19%	0.0	-	1.9
Northeast - NEK	1.6	29%	1.1	20%	1.9	35%	0.8	15%	0.0	-	5.5
Northwest - NCSS	0.2	8%	0.3	11%	1.4	48%	0.6	22%	0.3	11%	2.8
Orange - CMC	0.7	21%	0.6	20%	1.7	53%	0.2	5%	0.0	-	3.2
Rutland - RACS	1.4	23%	0.4	6%	3.6	57%	0.9	14%	0.0	-	6.2
Southeast - HCRSSV	0.4	3%	0.3	3%	7.6	70%	2.6	24%	0.0	-	10.9
Washington - WCMHS	1.3	15%	1.2	14%	5.0	59%	0.9	11%	0.1	1%	8.5
Total	9.2	13%	9.0	13%	39.0	55%	8.1	11%	5.5	8%	70.9

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week.